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16 OCT 1972

**MEMORANDUM FOR: Deputy Director for Support**

**SUBJECT : Office of Personnel Report - Week Ending  
13 October 1972**

1. Placement Officers' Conference: On 10 October a group of 12 black college officials, representing nine of the leading black colleges and universities, attended a one-day briefing/discussion program arranged by the Office of Personnel. The purpose was to provide these officials, all of whom are in a position to counsel students concerning employment opportunities and vocational choices, some first-hand understanding of the Agency's mission and functions, the nature and requirements of our work, the qualities we seek in professional employees, and the basis on which we select them. For our own guidance we wanted to obtain from these officials some current understanding of the vocational interest patterns of black students, and particularly how they, their faculty colleagues and black students generally, perceive the Agency as an institution and as a possible employer.

Features of the program were: (1) an overall Agency briefing centered around the film "Need to Know;" (2) an informal discussion of

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work in the Agency led by a panel of three experienced professionals (two black, one white); (3) a discussion of our professional manpower requirements; (4) an impressive discussion by the Executive Director-Comptroller of the Agency's posture and objectives with regard to Equal Employment Opportunity; and (5) a summing-up general dialogue on the entire range of the day's discussion. The basic theme throughout was the Agency's wish to attract more qualified black professionals and how our guests might convey more meaningfully to their respective campuses some feel for the opportunities afforded by the Agency.

The program appeared to be well received. One participant summed it up succinctly by saying, "You started the day with 12 friends and ended with 12 educated friends." Action is under way to arrange follow-up visits to the campuses by both recruiters and substantive officials.

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2. Recruitment Strategy Planning: [REDACTED] Chief, Recruitment Division, met with the Director, Office of Economic Research and the OER economists who will join our recruiters on campus in the annual search for graduating economists.

3. Position Management:

a. A proposed reorganization of the Procurement Division, Office of Logistics, has been reviewed. We expect

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the new organizations will be approved this week with minor changes.

b. The review of Attorney positions in the General Counsel's office has been completed and current descriptions developed.

4. UBLIC Campaign: The following statistics are directly attributable to the distribution of the UBLIC brochure:

- a. Total number of applications: 113
- b. Number of new applications: 98
- c. Number of applications for increase of UBLIC coverage: 15
- d. Amount of increase of coverage in force: \$2,641,000
- e. Average age of applicants: 38 years 2 months
- f. Number of male applicants: 93
- g. Number of female applicants: 20
- h. Breakdown of applicants by age groups:

|                |                |
|----------------|----------------|
| 21-25 yrs - 9  | 41-45 yrs - 26 |
| 26-30 yrs - 15 | 46-50 yrs - 19 |
| 31-35 yrs - 24 | 51-55 yrs - 6  |
| 36-40 yrs - 17 |                |

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ODABela [redacted] breakdown of applicants by Directorates:

1 - D/ [redacted] **DDI**  
 1 - D/ [redacted] **DDI**  
 1 - IC

**DDS** 40 **DDP** 5  
**DDS&T** 15

/s/Harry B. Fisher

DISSEMINATION:

Harry B. Fisher

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